

Does “Implicit Bias Training” work?

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One of few strategies proven effective in helping change *behavior* in response to stereotype-based bias

- “Motivated self-regulation” – social psychology
- “Intuitive override” – judicial reasoning
- “Forward-looking tuneability by reasons” - philosophy
- “Breaking the bias habit” – our research team

Two cluster randomized controlled studies of bias habit-breaking workshops with STEMM faculty (R01 GM088477, R35 GM122557)

Study 1: 92 STEMM departments at UW-Madison

- Increased self-reported awareness of personal bias; and motivation and self-efficacy to engage in bias-reducing activities at 3 months
- Increased perception of an inclusive department climate 1-18 months after workshop
- Increased gender diversity of new faculty hires and retention of male faculty 2-3 years after intervention

Study 2: 19 departments of medicine in U.S.

- Increased self-reported self-efficacy and action to engage in a number of bias-reducing activities at 3 months

6 elements of successful bias habit-reducing workshops delivered to an entire department/division of STEMM faculty in which participation was voluntary

1. Establish credibility of presenters
2. Appreciative inquiry-type exercise
 - “What would be the benefits of diversity and inclusion in your specific area?”
3. Implicit bias as a habit: How simply knowing cultural stereotypes can distort perceptions
 - Stoop Color Naming Task
 - Experimental study demonstrating perceptual distortion from stereotypic assumptions
4. Bias literacy
 - Introduce, label, and illustrate with studies 4-5 bias concepts
 - Apply bias concepts to case studies
5. Provide 5-6 evidence-based strategies to practice (and note practices that do not work)
6. Written implementation intention exercise (personal if/then scenarios)

Why do we think this approach worked?

- Engages those responsible for organizational norms
- Incorporates strategies shown to be effective in fostering sustained intentional behavioral change
- Participation is voluntary
- Enables social diffusion by delivery to entire dept/division